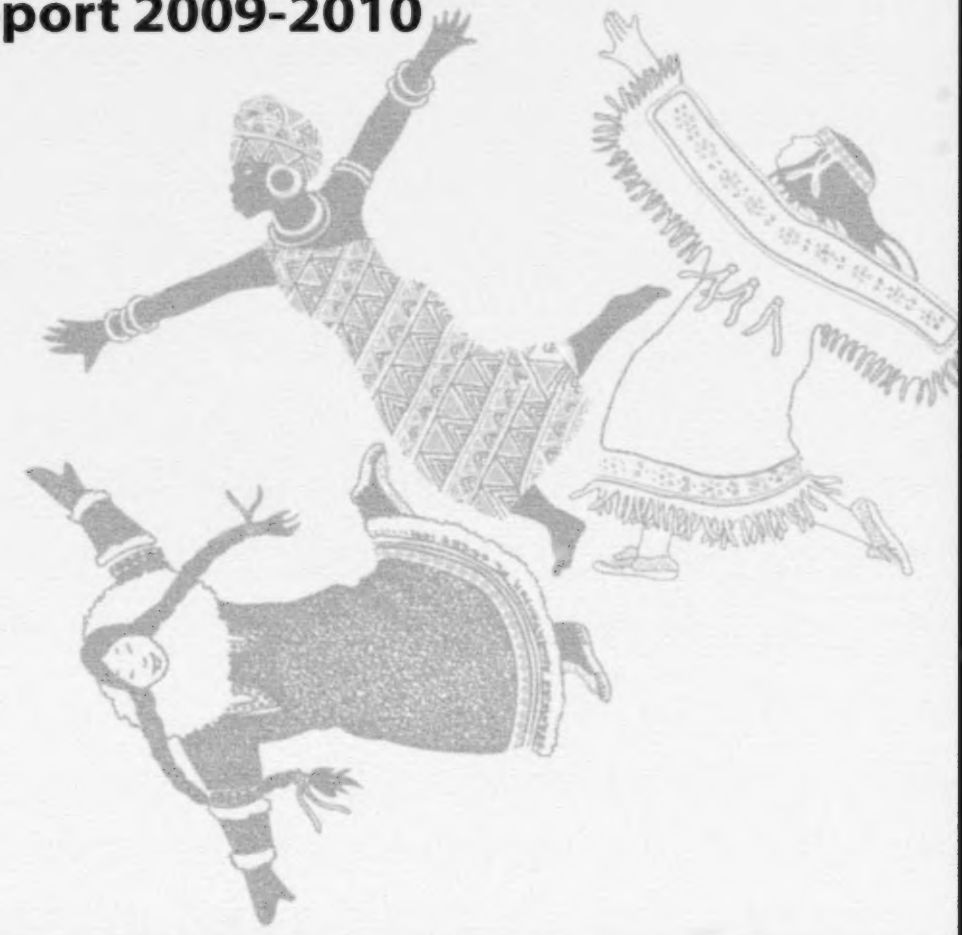
Status of Women Council of the NWT

Annual Report 2009-2010



Letter of Transmittal

June 1 2010

Hon. Sandy Lee
Minister Responsible for the Status of Women
Government of the Northwest Territories

Dear Minister Lee,

On behalf of the Status of Women Council, I am pleased to present our Annual Report for the year ending March 31, 2010.

This year has been a busy and productive year for the council. Thanks go to all our funding partners for allowing us the opportunities to address and work on women's issues with the hopes of improving the lives of women and families in the NWT.

Along with our core work and yearly events, we have worked on special projects in collaboration with many community organizations on issues concerning Family Violence, Economic, Political and Social Equality, Women's Health and Wellness and Leadership. Our office also continues to provide individual advocacy and support to women, on request, on issues such as immigration, housing and workplace problems. We have already started the planning in honour of the 2011 100th anniversary of International Women's Day.

We have also worked closely with other Status of Women Councils across the country to advocate on a national level to address specific areas of concern for women.

I would like to thank our Council Directors and staff for their continued collaborative and coordinated efforts in our work towards women's equality.

Sincerely,

Therese Dollie Simon
President 2009-2010

Therese Dollie Simon
President

2009/10
Annual Report

Table of Contents

Background **Page 05**

Board of Directors **Page 06**
Vision and Mission Page 08
Advocacy and Meetings Page 09

Activities and Initiatives **Page 10**

Publications and Resources **Page 12**

Projects **Page 13**
Northern Women in Mining, Oil and Gas Page 13
2009/10 Community HIV/Hep C Prevention and Awareness Page 16
Consultation with Northern Women Page 18
Gender-Based Analysis Page 19

Events & Coalitions **Page 20**
Wise Women Winners Page 20
Wise Women Awards Page 22
Family Violence Awareness Week Page 24
December 6th Vigil Page 27
Coalition Against Family Violence Page 28
Coalition of Provincial & Territorial Advisory Council of the Status of Women Page 30

2009 Boards & Committees **Page 32**

Summary of Consultations & Presentations **Page 33**

Submissions & Recommendations **Page 35**

Financial Statements **Page 36**

Appendix: Strategic Plan **Page 51**

Background

Status of Women Council of the NWT

The mandate of the Status of Women Council of the Northwest Territories is to work for the political, social and economic equality of all women in the NWT, through advice to the Territorial government, research, public education, advocacy on behalf of women, and assistance to women's groups. The Council was created in April 1990 under the NWT Status of Women Council Act. The Government of the NWT provides core funding for the operations of the Council, while special projects have been funded by various sources.

Photos

Page 1 Left:
Lorraine Phaneuf and Dollie Simon

Page 1 Right:
Wise Women Awards 2010

Page 2 Left:
Wise Women Awards 2010

Directors

Therese Dolly Simon
President
Fort Resolution
Appointed August 2002

Dollie accepted the presidency in August 2007. She is the Deninue Kue Community Wellness Coordinator in Fort Resolution and has a soft heart but a strong voice for women. She enjoys spending quality time with her husband and kids and believes that family is always number one. Let it be handgames or fish Dollie loves the traditional life of her people.

Su-Ellen Kolback
Vice President
Yellowknife
Appointed August 2007

The North has been Su-Ellen's home for over 20 years. She attended school at both William MacDonald and Sir John Franklin High graduating in 1994. Her husband, Brian and her children, Anita (11) and Hilary (5); keep her grounded. In August 2007, she completed her Bachelor of Social Work and began her career with the GNWT Department of Justice. Working as a social worker for approximately four years gave her insight into the various social issues affecting northern peoples aside from those that she had personally experienced. She is a strong supporter of the women's movement in the north.

Tina Gargan
Director
Fort Providence
Appointed August 2007

A proud Dene women, and mother of two absolutely adorable children, ages six and one.

She was a previous recipient of the Wise Women Award (2006), prior to appointment on the Board.

Currently employed by Deh Cho Health and Social Services as the Community Wellness Worker, she is also the Deputy Mayor of the Hamlet of Fort Providence and serves on the local justice committee.

Tina has previously volunteered on the Aboriginal Head Start Program advisory board, served one term as the Mayor of Fort Providence and has served many years as a councillor.

Directors

Ethel-Jean Gruben
Director
Inuvik
Appointed May 2007

Inuvialuk, born and raised in Inuvik. Ethel-Jean is the eighth child of 15 children. Married to Patrick "Dang" Gruben for 21 years, with a blended family of four children, she lost a son, Darryl James in 1998. She has two boys, Curtis (Erica) and Dang-Dang and a Daughter, Amber-Joy. She also has three grandchildren, Nikkia, Casey and Curtis Jr.

She lived in Tuktoyaktuk for 16 years, and has been living in Inuvik for the past 5 years, working with the GNWT, Department of Human Resources. She has sat on a variety of boards over the last 20 years.

Spending time with family and friends are the most important things to her and she enjoys spending as much time as possible at home with her grandchildren, working with traditional foods, baking and picking berries in the fall.

Ann Marie Tout
Director
Norman Wells
Appointed August 2008

Ann Marie is our newest board member and a resident of Norman Wells since 1986. A past Wise Women in 1994 she is also the president of the NWT Chamber of Commerce. Prior to serving as Mayor of Normal Wells she served two terms on Council and is a strong supporter for women in leadership.

Ann Marie is currently employed with Enbridge Pipelines (NW) Inc. as the Manager. She has done extensive volunteer work for a number of years with a variety of organizations. She was a past director with the NWT Business Development & Investment Corporation and remains a role model for women taking a lead in industry.

Photo

Cover photo is of Blackfoot NWT

Vision and Mission

Photo 1: December 6th Vigil

Photo 2: left to right

Lorraine Phaneuf
Executive Director

Marilyn Hardisty
Project Officer

Irene Savoy
Office Manager

Samantha Dechief
Community Development Coordinator

Annemieke Mulders
Programs and Research Manager

Our Vision

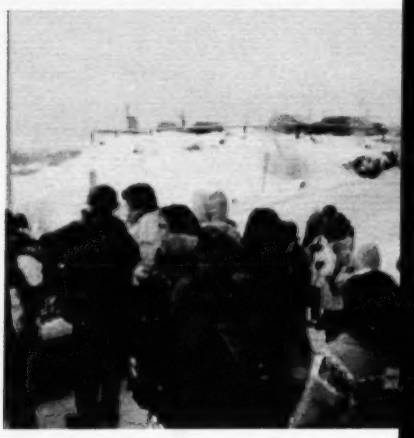
- Equality for women in all areas of life.
- Economic equality.
- Communities, workplaces and families free from violence against women.
- A society which respects and includes the diverse experiences and perspectives of all women.

Our Mission

The Status of Women Council of the NWT is dedicated to achieving equality for all NWT women through

- public education and awareness,
- research,
- advocacy,
- community development,
- interagency cooperation,
- advice to government, and
- identifcation and development of opportunities for women.

Advocacy and Meetings



Advocacy

Advocacy is done on an as per need basis, responding to women's concerns/needs. Women can request help by dropping by the Council office, calling toll free, or by email. Staff is assigned to advocacy cases as per their expertise and availability.

Often, the Council is the first agency that women approach in crisis or advocacy situations. Concerns raised by individual women often lead the Council to take action and/or make recommendations to the government to make changes to the underlying systemic discrimination against women.

Meetings

The Board of Directors meets twice a year, in October and March, and holds several conference calls as required. Additionally, Council staff meetings are held weekly, with guest speakers attending as necessary. Through these meetings, the Council reviews progress to date on its activities and initiatives; annual events; and programs and projects. They also discuss any new issues that may come up.

Photos

Left: FAST Conference

Right: Preparing for AIDS Day Walk

Activities and Initiatives

Photos

Left: AIDS Day Walk

Right: International Women's Day Discussion Dinner

Council Directors and staff carry out equality seeking work in several ways:

- Information Service
- Library Lending of Resource and Videos
- Coordinating Annual and Special Events
- Program Development
- Research Writing for Recommendations and Submissions to the Government
- Working with NGOs and Committees
- Policy Review and Research
- Advocacy
- Special Projects

Information Service

The Council's mandate to provide public education is met through responding to enquiries from individuals, groups, governments, and the media on a variety of questions and issues. The enquiries vary from requests for resources, documented or statistical information to referrals, crisis calls and calls for advocacy support. People make enquiries in person, by correspondence, telephone, or email. Often, the Council is the first agency that women approach in crisis or advocacy situations. Concerns raised by individual women often lead the Council to take action and/or make recommendations to the government to make changes to the underlying systemic discrimination against women.

Activities and Initiatives

Photos

Left: December 6th Vigil

Right: December 6th Vigil

Resource and Video Library

The Council provides resources to community agencies throughout the territories by request through the Council's free video and resource lending library, which serves all NWT communities. A video catalogue is available by request to the Council's office. Drop by the Council's office to check out the resource library, and the large selection of research reports on various topics. Occasionally staff receives requests for these resources outside of the territory and we do our best to accommodate these requests.

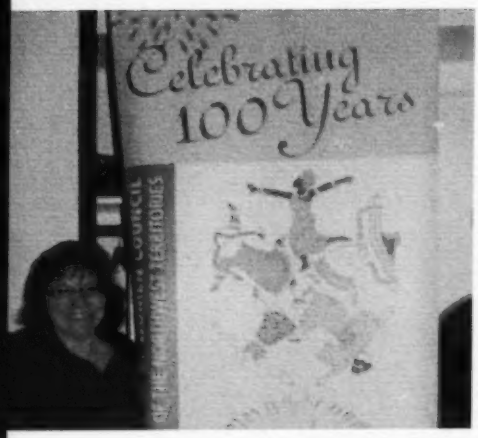
In 2009-2010, the following mail outs and kits were provided across the NWT:

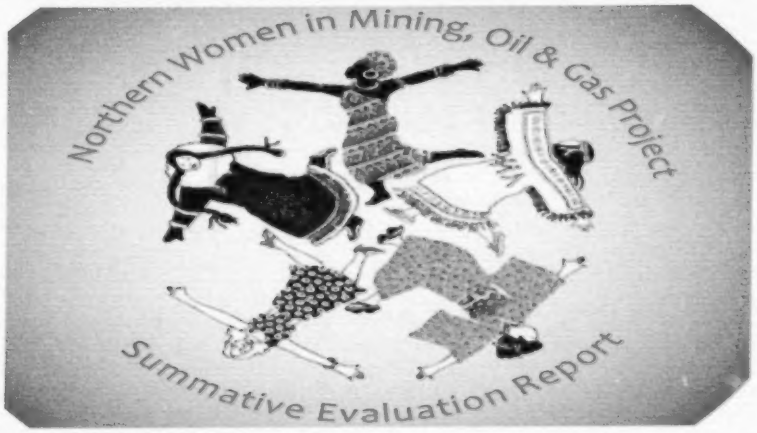
1. International Woman's Day Information
2. Wise Woman Nomination Forms
3. Take Back the Night Information
4. Family Violence Awareness Week Info
5. Quarterly Newsletter
6. National Day of Remembrance and Action on Violence Against Women

Other information may be sent out depending on projects we are working on.

Drop by the Council's office to check out the resource library, and the large selection of research reports on various topics.

Publications and Resources





Photos

Left: Banner for 100th International Women's Day

Right: Summative Evaluation Report

Publications and Resources

- Strategic Plan
- HIV / Sexual Health Tool Kit
- Family Violence Awareness Week Resource Kit
- Family Violence Awareness Week Poster
- Women Mining Oil & Gas kit for Women – clothing and resources
- Women Mining Oil & Gas Dissemination Binder
- Women Mining Oil & Gas Information Folder
- Women Mining Oil & Gas Summative Evaluation – available online, print & CD – Rom
- Quarterly Newsletter
- Website
- Facebook Page
- Twitter Account
- Annual Report

Projects: Northern Women in Mining, Oil & Gas

Photos

Left: Student on Work Site

Right: Students on Work Site

In March 2007, the Status of Women Council began implementation of the Northern Women in Mining, Oil and Gas (NWMOG) Project. The project, a comprehensive, strategic training program aimed at increasing the interest level participation, and retention of women in the mining, oil and gas sectors, was based on the following research question:

> *Given the current population of unemployed and underemployed women in the Northwest Territories; will a dedicated, women-only, partnership-based and strategic approach to training and development be successful in increasing the interest level, participation, and retention rates of women in industrial and trades based occupations in the northern mining, oil and gas industries.*

The NWMOG Project has now completed its three year pilot phase, and a summative evaluation of the project has been produced. This evaluation outlines how well the project was able to meet its goals and also provides associated recommendations to education, industry, government, and non-government sectors. Highlights of the project's successes include the following achievements:

- Provided women-only training.
- Increased the interest level of women to participate in the trades; particularly where hands-on training was provided.
- Assured training costs were not the responsibility of the participants.

Projects: Northern Women in Mining, Oil & Gas

Photos

Left: Student using Equipment

Right: Students in Trout Lake

- Employed eight women in the trades.
- Identified baseline barriers that hindered women's interest in the trades and provided an invaluable suite of supports to help address those barriers.
- Addressed baseline barriers identified by the participants: awareness that the participants in the project could gain the skills necessary to enter the trades; removed perception among participants that mining, oil and gas are industries suited only for males; and address some wellness issues.
- Identified barriers that keep women from succeeding in the trades, but were beyond the scope project's ability to address them (ie. availability of child care and low education levels).
- Increased employability for several, and workplace readiness skills for most participants.
- Increased organizational capacity within, and the profile of, the Status of Women Council of the NWT.
- Positively affected the labour market of those companies that hired successful participants of the project.
- Increased the self-confidence and self-esteem of most participants.
- Significantly improved the lifestyles of some participants.

Overall, the Project was successful at increasing women's interest levels and increasing women's participation in trades-based occupations. When compared to other programs at either Thebacha Campus or Mine Training Society, the NWMOG Project surpassed the number of female participants. Where

Projects: Northern Women in Mining, Oil & Gas

the Mine Training Society boasts a 30% female participation rate, and Thebacha Campus a 5% rate, NWMOG had a full 100% female participation rate. Therefore, NWMOG addressed the need of getting the under-represented represented.

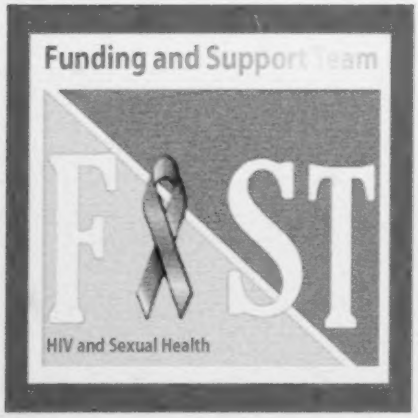
The full summative evaluation report is available on the Status of Women Council website or at the Status of Women Council office on request.

Photos

Left: Students in Hay River

Right: Students in Hay River

Projects: 2009/10 Community HIV/HEP C Prevention and Awareness



Photos

Left: FAST Logo

Right: HIV/Hep C Prevention & Awareness Community Resource Kit

The council sent out about 350 requests for kits postcards to agencies across the north.

Kits were available to all participants of the World Aids Day Conference. 45 kits have been distributed for workshop facilitation across the north.

HIV/Hep C Prevention & Awareness Community Resource Kit Contents:

- Introduction Letter, Executive Director, Status of Women of the NWT
- Resource Kit Evaluation Survey
- Workshop Agenda, Workshop Registration Form and Application for Travel Subsidy Form
- HIV/AIDS Awareness Video (DVD), FAST
- "Safer Sex & Me" Booklet, FAST
- HIV & AIDS Awareness Colouring and Activity Book, FAST
- Crayons, donated by Status of Women Council of the NWT
- 'Get Tested' Awareness Poster, FAST
- Sample Latex Dental Dam with Information Card produced by FAST
- Sample Female Condom with Informational Brochure and Lube, purchased with FAST funds
- Condoms, purchased with FAST funds
- Various AIDS and Hep C Stickers, Postcards, Brochures and Booklets; CATIE
- Resource Material Order Form, CATIE
- Awareness Poster, Canadian AIDS Society
- "Wabano Animal Medicine – A First Nations Cultural Guide to Hep C", Wabano Centre for Aboriginal Health
- "Making It Our Way – A Community Mobilization Tool Kit", Canadian Aboriginal AIDS Network
- "Sexually Transmitted Infections" handbook, Public Health Agency of Canada
- HIV/AIDS Awareness Playing Cards, donated by Pfizer Canada Inc.

Projects: 2009/10 Community HIV/HEP C Prevention and Awareness

Worlds Aids Day Conference was held in Yellowknife on December 1st, 2010. Participants from across the territories gathered to learn about HIV and Sexual Health Initiatives. Resources and toolkits were made available to all participants. A networking session was held in the evening to allow participants an opportunity to discuss new project ideas and successes and challenges they face in their communities in program delivery.

Photos

Worlds Aids Day Conference

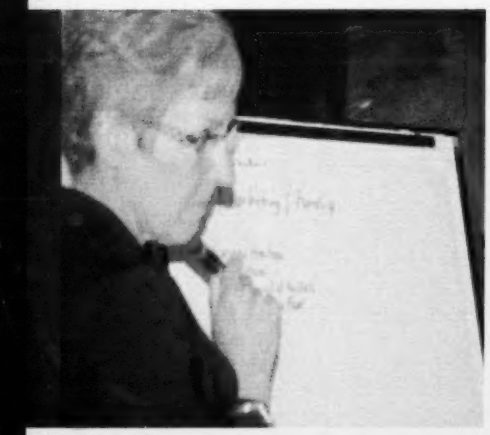
Conference Agenda

- Sexual Health in the NWT Dr. Kami Kandola
- Project Successes Jo Russell
- Challenges/Successes of Providing STI services to Youth, Women & Men in Yellowknife Amy Lea and Joanne MacKinnon
- Current NWT Initiatives Karen Colbourne and Wanda White
- Update on Tlicho Sexual Health Programs CART Team

Canada

A Health Canada Initiative

Consultation with Northern Women



Photos

International Women's Day Discussion Dinner

On March 8th about 50 women from across the north met to begin the planning for the 100th anniversary of International Women's Day in 2011. The gathering began with a short presentation on what International Women's Day represents along with its milestones and themes over past years. Following the presentation the women joined in break out discussion groups.

The Break out groups discussed:

1. Themes
2. Events/guest speakers
3. Marketing/funding opportunities

A formal working group will be established to help the NWT Status of Women plan and implement ideas for the 100th anniversary of International Women's Day.

Gender Based Analysis

Photos

International Women's Day Discussion Dinner

Currently in the NWT very few women have the capacity or training to make recommendations or critique the government during or prior to the implementation of Gender Based Analysis in existing policies and programs. It is essential for the Council and other organizations to be ready to fulfill their mandate of recommendations to the GNWT in regards to the implementation of Gender Based Analysis. **GENDER-BASED ANALYSIS** describes a process that assesses the different impacts of proposed and existing policies program and legislation on women and men.

In October 2009 the GNWT funded five women to attend Gender Based Analysis Training in Toronto. Representatives from the NWT Status of Women Council, Native Women's Association of the NWT and the Dene Nations attended the week long training.

The expected outcomes of the training were to increase knowledge and capacity of gender based analysis in the NGO sector and to begin training individuals to have ability to critique new and existing policies and programs in the GNWT.

Topics Covered during the training included:

- Gender Concepts
- Gender Analysis Frameworks & Tools
- Gender Sensitive Monitoring & Evaluation
- Gender Mainstreaming & Gender Audits
- Gender Sensitive Planning & Strategies Development

Funded by GNWT Women's Advisory

Event: Wise Women Award Winners

Gina Dolphus
Sahtu
Deline

Gina first entered politics in 1983. She was once the mayor of Deline. She was also the president of Native Women's Association of the Northwest Territories and the Vice President of Native Women's of Canada. She recently served as a member of the Joint Review Panel for the Mackenzie gas pipeline.

She is a great role model for the community. Her sobriety has been an inspiration to others. She makes time to mentor and help counsel people with addictions. She always is there for folks that are still suffering with their addictions

Gina's traditional values and teachings are evident everyday by the healthy and productive lifestyle that she lives in her work and home.

Sister Fay Trombley
Beaufort-Delta
Tuktoyaktuk

Sister Fay traveled to Tuktoyaktuk in 2005 to work with the community.

She has been a role model and has lived an exemplary life. Sister Fay mobilized community women to work on many programs such as St. Vincent de Paul offering services which had remained dormant for years. She was instrumental getting a food bank and continues to work to sustain the program.

One of Sister Fay's greatest assets lies in her human and spiritual skills to create community support and improve women's lives.

I quote one of her nominators:

"If they need her she is always ready "Lucy Cockney

Rosa Lafferty
South Slave
Fort Resolution

Rosa is a dedicated wife, mother and grandmother. She is known to be kind with her family and members of the community.

Rosa has displayed many ways of keeping tradition and culture through her sewing techniques.

Rosa leads a wonderful and sober life and is a role model for all women in the community.

She inspires young women in town to live a life that keeps the tradition and culture of the Gwichein and the Dene alive.

Event: Wise Women Award Winners

Lyda Fuller
North Slave
Yellowknife

Lyda moved to Yellowknife in 1997 and has turned the YWCA into a strong, stable organization that can help meet the needs of women and their families.

Under Lyda's leadership, Alison McAteer House has successfully assisted with many Emergency Protection Orders. The Child Recovery Program was implemented for children who witness abuse. Emergency and transitional housing programs have been established, and ground-breaking research on the needs of northern women facing homelessness.

She has helped the family violence shelters work together on common issues and participates in many committees to help reduce violence against women.

She is a role model to us all and continues to work to improve the lives of women in the NWT.

Elaine Lamalice
Deh Cho
Hay River Reserve

Elaine has been a good role model for women and community members for more than 20 years.

Elaine is known to community women as a counselor for all women. She encourages women to lead healthy lifestyles and helps them through their recovery.

Her positive approach is noted by and inspires the women she works with.

She continues to work with communities to encourage and guide them to lead and healthy lifestyles.

Photo

Plaque, Pendent and Rose for Winners

Event: Wise Women Awards

Photos

Wise Women Awards

On March 8th, the Wise Women Awards were held at the Legislative Assembly Great Hall to honor the five women chosen this year. Nomination forms and kits for International Women's Day (IWD) were sent to about 450 agencies.

Winners were brought in from all regions to attend the awards ceremony.

The winners were: North Slave, Lyda Fuller of Yellowknife; Mackenzie-Delta, Sister Faye Tremblay of Tuktoyaktuk; Sahtu, Gina Dolphus of Deline; South Slave, Rosa Lafferty of Fort Resolution; Deh cho, Elaine Lamalice of Hay River Reserve.

The Status of Women Council has been distributing this award to outstanding women in the five regions of the NWT every year since 1992. Wise Women recipients are role models who demonstrate wisdom, perseverance and dedication while standing up for women, children and families in our communities. They strive to make the North a better place to live, work and raise a family.

International Women's Day is an occasion marked by women's groups around the world. The roots of it can be traced back to the 19th and the early 20th century . International Women's Day was honoured for the first time on March 19, 1911. Over one million women and men rallied for women's rights to work, vote, to hold public office, and to end discrimination. Participating countries were: Austria, Denmark, Germany, and Switzerland.

Event: Wise Women Awards

"Bread and Roses" has become associated with IWD. The Bread and Roses campaign, resulted from the lyrics of a marching song. Bread symbolizes economic justice and roses represent quality of life. The United Nations formally proclaimed IWD in 1975; IWD is designated in many countries as a national holiday. It is a day when women on all continents, often divided by national boundaries and by ethnic, linguistic, cultural, economic and political differences, come together to celebrate their Day. They can look back to a tradition that represents decades of struggle for equality, justice, peace and development in women equality.

The awards were presented during a Bread and Roses Luncheon at the Great Hall of the Legislative Assembly. The Honourable Sandy Lee, Minister Responsible for the Status of Women Council of the NWT, was the keynote speaker at the 2010 Wise Women awards.

Funded by GNWT Women's Advisory

Photos

Wise Women Awards

Event: Family Violence Awareness Week

Photos

Family Violence Awareness Week Launch

Project Overview

This annual event was very successful in increasing community understanding of family violence, its dynamics and effects on individuals, families and to communities as a whole. The success is evident by the increased participation and commitment of communities across the territories to deliver awareness events and activities of family violence. The awareness events and activities were designed and tailored to meet specifics needs of each community. In addition, communities reported on the partnerships developed between local community agencies through the planning and coordinating for Family Violence Awareness Week (FVAW). It also contributed to building capacity in the communities to appropriately respond to family violence as the community understanding of the issue increases. This year we developed and implemented a four week advertising campaign that featured northerners standing with us against family violence.

The project objectives are:

- continue and expand raising awareness of family violence in the community
- provide additional information for perpetrators and victims of violence, on how to access support and services
- further encourage community-based family violence awareness and activities

Event: Family Violence Awareness Week

Photos

Family Violence Awareness Week Launch

FVAW Launch

The 10th annual Family Violence Awareness Week launch was held in Yellowknife on October 5th at the Salvation Army. The focus of this year's launch was **"Stand with us – Stop Family Violence".** About 100 people gathered for the event. The keynote speaker for the launch was Loren McGuiness, CBC reporter .The Honorable Sandy Lee also addressed this year's theme. The focus this year was on Northerners standing together against family violence. A short clip from the documentary "Men Speak out" was shown to the public. The film depicts men working towards the prevention and awareness of family and spousal violence.

Resource Package

On behalf of the Coalition against Family Violence, the FVAW Planning Committee developed, collated and distributed over 250 information packages to community agencies, schools, health centers, hamlet and band council offices and government departments throughout the territories. The information packages contained information on safety measures and the importance of having a safety plan for individuals living in violent environments. The kit also contained tools and promotional items that community organizers could use to hold awareness and prevention activities and events.

Event: Family Violence Awareness Week

Photos

Family Violence Awareness Week Launch

Communications & Media

The launch and awareness of FVAW was done by radio, newspaper, radio interviews and cable TV ads over a four week period.

Reusable bags

Reusable bags with the Coalition Against Family Violence Logo and this year's theme were delivered across the Northwest Territories. Bags were distributed door to door in Yellowknife. Communities outside of Yellowknife received bags at the Health Centers and were distributed from there Coalition partners distributed bags to all shelters and had them available at their events.

Planning Committee

Representatives from Center for Northern Families, Native Women's Association, GNWT Departments of Health and Social Services, Community Justice and the Women's Advisory, the RCMP and the NWT Status of Women sat on the 2009 Family Violence Awareness Week Planning Committee.

Northwest Territories

Funded by the GNWT:

- Community Justice
- Women's Advisory
- Health & Social Services
- Environment & Natural Resources

Event: December 6th Vigil

This year, the annual Candlelight Vigil was held from 2-5 p.m. on Sunday, December 6th at the Salvation Army in Yellowknife. About one hundred people gathered to mourn the 20th anniversary of the Montreal Massacre. A candle was lit for each of the fourteen women who were killed that day. Musical Performances and speakers followed the Vigil.

The annual National Day of Remembrance and Action Vigil is an event dedicated to address violence against women and to remember the fourteen women who were massacred in Montreal on December 6, 1989 at l'École Polytechnique de Montréal due to gender-based violence. The gunman who took the lives of fourteen women was the product of our society, and a world that has refused to put an end to the cycle of violence.

The event was sponsored by the Status of Women Council, Northern Territories Federation of Labour, the PSAC Women's Committee, and the Union of Northern Workers

Photos

December 6th Vigil

Coalition Against Family Violence NWT

Photo

Coalition Against Family Violence NWT

Coalition Against Family Violence Activities

The Coalition Against Family Violence NWT is a territorial interagency group that brings together individuals, non-government and government agencies to share information and undertake projects in keeping with the mandate. The Coalition meets once a month; specific project committees also meet at least monthly. The Coalition is chaired and administered by the Status of Women Council of the NWT and holds monthly meetings with its members. Minutes and other documents concerning family violence are distributed by email to members and individuals across the territories. The Status of Women Council chairs subcommittees for annual events such as the Family Violence Awareness Week activities and the December 6th Vigil. All Coalition events include a mail out package to agencies across the north followed by an event in Yellowknife.

The 2010 Coalition Planning Workshop was held on February 10, 2010

1. History of the Coalition and the Family Violence Action Plans 2 were presented
2. Issues & Priorities were discussed
3. Goals were reaffirmed
4. Report is available

Coalition Against Family Violence NWT

Photo

Coalition Against Family Violence Planning Session

Coalition Mandate

The Coalition Against Family Violence NWT envisions a peaceful, equitable society where all Territorial residents, as individuals, members of families, communities, organizations or governments, are valued, respected, safe and free from abuse and inequalities.

Coalition Purpose:

1. To increase awareness of family violence issues for NWT residents.
2. To bring together like-minded people from all sectors of the community to develop, establish and implement specific actions or initiatives to address family violence issues and the needs of those people affected by family violence.
3. To work collectively to reduce the incidence of family violence and to more effectively respond to family violence in the NWT.

Coalition of Provincial & Territorial Advisory Council of the Status of Women (October 2009 - Workshops in PEI)

Photo

Members of the Coalition of Provincial & Territorial Advisory Council

Back Row, Left to Right: Lorraine Phaneuf (Northwest Territories), Lisa Murphy (Prince Edward Island), Marlene Bertrand (Manitoba), Shylah Elliott (Nunavut), Neevee Wilkins (Nunavut), Linda Ross (Newfoundland and Labrador), Jean d'Entremont (Nova Scotia)

Front Row, Left to Right: Dollie Simon (Northwest Territories), Yvonne Spyropoulos (Manitoba), Hon. Valerie Docherty (PEI Minister Responsible for the Status of Women), Isabelle Christian (Prince Edward Island), Christiane Pelchat (Quebec)

For the first time in its history, the national Coalition of Provincial and Territorial Advisory Councils on the Status of Women held a meeting outside Ottawa. Their October consultation, hosted in Charlottetown by the Prince Edward Island Advisory Council on the Status of Women, provided an on-the-ground view of how Status of Women Councils provide a bridge between community groups and government systems that are tasked to work to improve the status of Canadian women. During their meeting, the Coalition put a priority on national and federal issues that affect women across Canada.

"These national issues have federal dimensions. They require shared ideas and resources among the provinces and territories to develop a national viewpoint," says Coalition co-chairperson Marlene Bertrand from the Manitoba Council. "The PEI meeting gave us a window into the links between what women are experiencing in their homes and communities and what they expect as support from their governments."

A highlight of the Prince Edward Island meeting was a networking and work shopping luncheon with PEI's Minister Responsible for the Status of Women, Hon. Valerie Docherty, and other invited guests, including other female PEI MLAs, a female band chief and other First Nations community leaders, current and former Chairpersons of the PEI Status of Women, Status of Women Council members, and leaders from community-based women's organizations. The luncheon honoured Charlottetown lawyer Daphne Dumont, a recent

Coalition of Provincial & Territorial Advisory Council of the Status of Women (October 2009 - Workshops in PEI)

recipient of the Governor General's Award in Commemoration of the Persons Case.

During the meetings, a special presentation by Christiane Pelchat, the inspiring Présidente of the Québec Conseil du statut de la femme, outlined current work by the Quebec council to shore up hard-won equality measures and to get ahead of emerging challenges to equality in Quebec.

A consultation with Canada's Minister of Fisheries and Oceans, Egmont (PEI) MP Gail Shea, provided unique insight into strategies to get more women into elected positions at all levels of government. As a former provincial Minister Responsible for the Status of Women, Shea also shared a perspective on Status of Women Councils' role in advising on the issues they hear provincially and territorially in national forums.

"At its meeting next year, the Coalition plans to invite senior federal officials to meet with the Coalition members on high-priority issues that emerge over the coming months," says Coalition co-chairperson Linda Ross, from the Newfoundland and Labrador Council. "The Coalition of Provincial and Territorial Advisory Councils on the Status of Women will continue to be effective in national debates by sharing what it hears from Canadian women and their families."

The Coalition of Advisory Councils on the Status of Women formed after 1995, when the federal government eliminated the Canadian Advisory Council on the Status of Women.

Photo

Left to right: Lisa Murphy, representing LEAF PEI; Isabelle Christian, Chairperson of the PEI Advisory Council on the Status of Women; and Lorraine Phaneuf and Dollie Simon from the Status of Women Council of the Northwest Territories, representing the Coalition of Advisory Councils

2009 Boards & Committees

Photos

Wise Women Awards

2009 Boards & Committees

- Advisory Board NWMOG
- Midwifery Association
- Family Violence Awareness Week committee
- December 6th planning committee
- NWT Breast Action Group
- Implementation Steering Committee for Family Violence Action Plan
- Coalition of Provincial & Territorial Advisory Council of the Status of Women
- Coalition Against Family Violence
- Advisory Member Native Women's Association Training Program
- Board Member Taiga Camp
- 100th Anniversary International Women's Day , planning committee
- Campaign School planning committee

Summary of Consultations & Presentations

September

Participated in a group consultation with the Government of the Northwest Territories – Department of Education, Culture and Employment on developing a territorial labour force framework

October

Participated in round-table discussions with the Government of the Northwest Territories – Department of Finance on territorial revenue options

February

Consultation with Coalition Against Family Violence on priority issues for the next Family Violence Action Plan – NWT Status of Women Organizer

March

Consultations with women on issues and priorities to begin the work on 100th anniversary of International Women's Day – NWT Status of Women

Consultation in Iqaluit, Nunavut on Northern Women in Mining, Oil & Gas Project results with:

- Status of Women Council of Nunavut
- YWCA Agvvik Nunavut
- Indian and Northern Affairs Canada (NRO)

Photos

Left: Staff

Right: Staff

Summary of Consultations & Presentations

Photos

Left: Wise Women Awards

Right: International Women's Day Discussion Dinner

- Government of Nunavut – Department of Education
- Nunavut Arctic College

Consultation with the Department of Human Resources and Skills Development Canada (Ottawa)on social and economic challenges of the North and results of the Northern Women in Mining, Oil & Gas Project

Consultation on the results of the Northern Women in Mining, Oil & Gas Project with Women Building Futures (Edmonton)

Consultation on community needs (training women in non-traditional trades) with:

- Former NWMOG project participants
- Government of Canada - Department of Indian and Northern Affairs (CanNor)
- Government of Canada – Human Resources and Skills Development (Skills and Employment Branch, Aboriginal Affairs Directorate)
- Government of the Northwest Territories - Department of Education, Culture and Employment
- Government of the Northwest Territories - Department of Municipal & Community Affairs
- Government of the Northwest Territories - Department of Transportation
- Gwich'in Tribal Council
- Inuvialuit Regional Corporation
- Sambaa K'e Development Corporation

Submissions & Recommendations

September 2009

Alternatives North, the Status of Women Council and the NWT Liaison to the Canadian Child Care Federation to discuss issues surrounding child care services in the Northwest Territories.

Submission to Education, Culture & Employment / NWT Early Childhood Program

March 2010

Submission and presentation to Standing Committee for the Status of Women Recommendations on increasing the participation of women in non-traditional occupations

March 2010

Submission to the Standing Committee on Social Programs – Recommendations on Changes to the *Child & Family Services Act*

Photos

Left: International Women's Day Discussion Dinner

Right: December 6th Vigil

Status of Women Council
of the Northwest Territories
Yellowknife, NT

Financial Statements
March 31, 2010

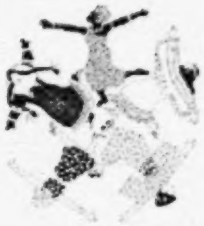
Index

Management`s Responsibility for Financial Reporting

Auditor`s Report

Financial Statement

- Statement of Financial Position
- Statement of Cash Flows
- Statement of Fund Balances
- Statement of Operations
- Notes to Financial Statements
- Schedule of Revenue and Expenditure-Programs
- Schedule of Revenue and Expenditure-NWMOG



Status of Women Council
of the N.W.T.

P.O. Box 1320, Yellowknife, NWT X1A 2L9

Management`s Responsibility for Financial Reporting

The accompanying financial statements of the Status of Women Council of the Northwest Territories are the responsibility of the management and have been approved by the directors.

The financial statements have been prepared by management in accordance with generally accepted accounting principles. When alternative accounting methods exist, management has chosen those it deems most appropriate in the circumstance. Financial statements are not precise since they include certain amounts based on estimates and judgments. Management has determined such amounts on a reasonable basis in order to ensure that the financial statements are presented fairly, in all material respects.

The Council maintains systems in internal accounting and administrative controls of high quality, consistent with reasonable cost. Such systems are designed to provide reasonable assurance that the financial information is relevant, reliable and accurate and that the Association`s assets are appropriately accounted for and adequately safeguarded.

The directors are responsible for ensuring that management fulfills its responsibilities for financial reporting and are ultimately responsible for reviewing and approving the financial statements. The Directors carry out this responsibility principally through review of the annual budgets, comparison of actual results to budgets on a periodic basis, approval of the financial statements, and engagement of the external auditor.

The auditor annually provides an independent, objective audit for the purpose of expressing an opinion on the financial statements in accordance with generally accepted auditing standards.

Lorraine Phaneuf

Lorraine Phaneuf
Executive Director

Yellowknife, NT
June 11, 2010

Paul Fleury
Certified General Accountant

Auditor's Report

To the Directors of
Status of Women Council of the northwest Territories

I have audited the statement of financial position of Status of Women Council of the Northwest Territories as at March 31, 2010 and the statements of operations and changes in fund balances and cash flows for the year then ended. These financial statements are the responsibility of the council's management. My responsibility is to express an opinion on these statements based on my audit.

I conducted my audit in accordance with Canadian Generally accepted auditing standards. Those standards require that I plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In my opinion these financial statements present fairly in all material respects, the financial position of the Council as at March 31, 2010 and the results of its operation for the year then ended in accordance with Canadian general accepted accounting principles.

Paul Fleury

Paul Fleury & Co.
Certified General Accountant

Yellowknife, Northwest Territories
June 13, 2010

Status of Women Council of the Northwest Territories
Statement of Financial Position
As at March 31, 2010

	2010	2009
Assets		
Current		
Cash in Bank	$ 86,840	$ 62,670
Deposits (Note 2)	41,266	40,984
Accounts receivable	112,821	284,061
Prepaid expenses	3,345	1,332
	244,272	389,047
Capital Assets -Council	5,234	6,239
-Projects	4,687	6,996
	$ 254,193	$ 402,282
Liabilities and Fund Balances		
Current		
Accounts payable	$ 97,820	$ 204,702
Deferred Revenue	18,041	48,954
Funding Refundable	1,703	1,986
	117,564	255,642
Net Assets		
Restricted Assets		
Benefits Fund	37,531	37,418
Contingency Fund	41,955	41,787
Capital Assets -Council	5,234	6,239
-Projects	4,687	6,996
Unrestricted Fund	47,222	54,200
	136,629	146,640
	$ 254,193	$ 402,282

Approved on behalf of the Board

Theresa Dallaire President

S Kellock Vice-President

The attached notes are an integral part of these Financial Statements

Status of Women Council of the Northwest Territories
Statement of Cash Flows
For the year ended March 31, 2010

	2010	2009
Operating Activities		
Excess revenue/ (expenditure)	$ 847	$ 7,587
Interest earned	281	1,582
Amortization	2,130	2,533
Accounts receivable	171,240	24,841
Prepaid expenses	(2,013)	(1,332)
Accounts payable	(106,882)	(87,984)
Funding Refundable	(283)	1,986
Transfer To Benefits Fund	-	5,000
Deferred revenue	(30,913)	29,662
	34,407	(16,125)
Investing Activities-Capital Assets	(1,125)	-
Adjustments	(8,830)	-
Change in cash position	24,452	(16,125)
Cash position, beginning of year	103,654	119,779
Cash position, end of year	128,106	103,654
Represented by		
Cash in Bank	$ 86,840	$ 62,670
Deposits	41,266	40,984
	$ 128,106	$ 103,654

The attached notes are an integral part of these Financial Statements

Status of Women Council of the Northwest Territories
Statement of Fund Balances
For the year ended March 31, 2010

	2010	2009
Restricted Assets		
Benefits Fund - Note 1a		
Balance April 1, 2009	$ 37,418	$ 31,726
Interest earned	133	692
Transfer from surplus	-	5,000
Balance March 31, 2010	$ 37,531	$ 37,418
Contingency Fund - Note 1a	$ 41,787	$ 40,897
Balance April 1, 2009	168	890
Interest earned	$ 41,955	$ 41,787
Balance March 31, 2010		
Capital Assets-Council		
Balance April 1, 2009	$ 6,239	$ 8,772
Addition	1,125	-
Transfer from (to) unrestricted fund	(2,130)	(2,533)
Balance March 31, 2010	$ 5,234	$ 6,239
Capital Assets-Projects		
Balance April 1, 2009	$ 6,996	$ Nil
Addition	-	9,565
Amortization	(2,309)	(2,569)
Balance March 31, 2010	$ 4,687	$ 6,996
Unrestricted Fund		
Balance April 1, 2008	$ 54,200	$ 44,080
Transfer from capital assets	1,005	2,533
Prior year adjustment - Note 5	(8,830)	-
Excess Revenue (expenditure)	847	7,587
Balance March 31, 2010	$ 47,222	$ 54,200

The attached notes are an integral part of these Financial Statements

Status of Women Council of the Northwest Territories
Statement of Operations
As at March 31, 2010

	2010	2009
REVENUE		
Contributions		
Government of the NWT	$ 437,775	$ 406,066
Government of Canada	380,721	762,521
Mining Companies	20,000	79,292
Other Revenue		
Administration fees & Miscellaneous	28,663	11,387
Deferred Revenue (2009-2010)	48,954	19,292
Deferred Revenue (2009-2010)	(18,041)	(48,954)
Contributed Rent	70,870	70,870
	968,942	1,300,474
EXPENDITURES		
Wages and Benefits	393,839	446,570
Professional Development, Staff	1,175	5,463
Facilitators, Consultants & Interpreter	-	90,684
Contracted Services	7,900	43,990
Courses Purchased	55,787	249,070
Assessments and Evaluations	40,200	34,100
Participants support	60,091	17,670
Honoraria	12,825	12,663
Books, Videos, Subscriptions	1,039	692
Office Supplies & Photocopies	27,574	19,059
Supplies and Workshops	5,428	1,089
Travel	115,462	84,171
Food services Special Events	27,291	18,469
Facility Rental	4,051	8,050
Contributed Rent	70,870	70,870
Bank Charges	1,197	1,668
Audit Legal and Accounting	13,870	15,557
Advertising	70,918	93,290
Meetings and Conferences	6,292	10,082
Dues & Fees Computer Services	3,851	6,369
Telephone, Fax, Internet and Website	10,025	14,541
Postage & Courier	11,054	7,391
Design & Printing	23,522	29,760
Amortization	2,130	2,533
Administration Fee	-	2,100
Transfer To Benefits Fund	-	5,000
Funding Refundable	1,704	1,986
	968,095	1,292,887
EXCESS REVENUE (EXPENDITURE)	$ 847	$ 7,587

The attached notes are integral to these financial statements

Status of Women Council of the Northwest Territories
Notes to Financial Statements
March 31, 2010

The Council was established by the consolidation of *Status of Women Council Act*, S.N.W.T. 1990(1).c.6. that was proclaimed in force on April 4, 1990 by SJ-006-90 by the Government of the Northwest Territories.

The objectives of the Council are:

a) to develop public awareness of issues affecting the status of women;

b) to promote a change in attitudes within the community in order that women may enjoy equality;

c) to encourage discussion and expression of opinion by residents of the Northwest Territories on issues affecting the status of women;

d) to advise the Minister on issues that the Minister may refer to the council for consideration;

e) to review policies and legislation affecting women and to report its findings to the relevant government departments or agencies;

f) to provide assistance to the Minister in promoting changes to ensure the attainment of equality of women; and

g) to provide the appropriate assistance to organizations and groups whose objectives promote the equality of women.

The Council may;

a) receive and hear submissions and suggestions from individuals and groups concerning the status of women;

b) research matters relating to the status of women;

c) suggest research areas in relation to matters relating to the status of women that may be studied by any interested persons;

d) recommend and participate in programs concerning the status of women;

e) recommend legislation, policies and practices to improve the equality of opportunity for women and to improve the status of women;

f) publish any reports, studies or recommendations that the Council considers advisable;

g) present reports to the Minister to be laid before the Legislative Assembly;

h) contract and be contracted in the name of the Council; and

i) make bylaws to regulate the affairs of the Council.

Status of Women Council of the Northwest Territories
Notes to Financial Statements
March 31, 2010

1. Accounting Policies

(a) Basis of presentation
The Council follows the fund basis of accounting. Related revenue and expenditures are grouped into funds based on their purposes.

The operating fund includes the main core operating accounts of the Council.

The Council, under its amended contribution agreement, is allowed to create a Maternity and Parental Leave Benefit Fund, using 100% of its annual unexpended core contribution to a maximum of $40,000. This fund earned interest income of $113.06 in 2010.

A contingency fund of $37,000 was created in the prior year to protect against funding cutbacks. This fund earned interest income of $148.60 in 2010.

(b) Revenue recognition
Revenue is recorded in the period specified in the funding agreements entered into with government agencies and other organizations.

(c) Allocation of expenditures
Certain common expenditures have been allocated to programs based on estimate of services provided.

(d) Financial instruments
All significant financial assets, financial liabilities and equity instruments of the Council are either recognized or disclosed in the financial statements together with available information for a reasonable assessment of future cash flows, interest rate risk and credit risk.

(e) Property and equipment
Property and equipment are recorded at cost. Amortization is calculated by the declining balance method as at the annual rates set out in note 2.

(f) Economic dependence
The Council receives its funding primarily from the Government of the Northwest Territories and other government sources. If the funding arrangements were to change, in management's opinion the Council's operations would be affected.

(g) Deferred revenue
Deferred revenue is unexpended contributions during the fiscal year that is transferred by agreement into the subsequent year.

Status of Women Council of the Northwest Territories
Notes to Financial Statements
March 31, 2010

2. Accounting Policies

Bank of Nova Scotia -Deposit

	2010	2009
Market Value	$ 41,266	$ 40,984

3. Capital Assets - Association

	Rate	Cost	Accumulated Amortization	Net Book Value 2010	Net Book Value 2009
Furniture	20%	$ 2,412	$ 1,779	$ 633	$ 790
Projector	20%	1,125	338	787	-
Computer	30%	27,134	23,320	3,814	5,450
		$ 30,671	$ 25,437	$ 5,234	$ 6,240
Projects					
Computer		$ 13,664	$ 8,977	$ 4,687	$ 6,996

4. Non-Monetary Transactions

The council is a public government agency which is covered by the Government of Northwest Territories liability insurance. No amount is recorded in these financial statements for these amounts.

In addition, the Government of the Northwest Territories contributes the following services. The Council recognizes rent at the fair market value and mail and delivery as an estimate.

	2010	2009
Rent	$ 70,870	$ 70,870
	$ 70,870	$ 70,870

Status of Women Council of the Northwest Territories
Notes to Financial Statements
March 31, 2010

5. Prior year adjustment

A surplus in the FAST project which had previously been considered non refundable had to be returned.

6. Commitments

The Council is committed to office equipment leases of $1,741.50 per quarter. Remaining payments on this lease amount to $34,830.00

7. Income Taxes

The Council is exempt from income taxes under section 149(1) (e) of the *Income Tax Act*.

8. International Financial Reporting Standards

In January 2006, the CICA Accounting Standards Board adopted a strategic plan for the direction of accounting standards in Canada. As part of that plan, accounting standards in Canada for public companies are expected to converge with International Financial Reporting Standards ("IFRS") for fiscal years beginning on or after January 1, 2011.

A new Canadian GAAP is being developed for Canadian private enterprises and non-profit organizations,. The impact of the transition to this new GAAP on the financial statements of The Status of Women Council has not yet been determined.

Schedule A

Status of Women Council of the Northwest Territories
Revenue and Expenditure
Period Ending March 31, 2010

	CORE	ADMIN. MISC
REVENUE		
GOVERNMENT FUNDING		
GNWT - Core Funding	366,975	-
OTHER INCOME	-	-
Misc Revenue	-	63
Donations, Events Grants	-	300
Contributed Rent	70,870	-
	437,845	363
EXPENSE		
Office supplies - Small Equipment	4,727	-
Books	268	-
Design and Printing	5,030	-
Course Delivery Fees	9,465	-
Advertising and promotion	13,511	-
Subscriptions	1,039	-
Telecommunications	1,761	-
Bank charges/Interests/Penalties	750	-
Materials/Resources	1,127	-
Research/Contract Fees	2,800	-
Accounting and legal	1,139	-
Postage and Courier	251	-
Mail Service	4,064	-
Internet Access, Website	1,328	-
Computer Service	3,342	-
Travel - General	15,062	-
Travel - Board	8,925	-
Accommodation - General	5,831	-
Accommodation - Board	5,930	-
Travel Expenses - General	1,322	-
Travel Expenses - Board	1,021	-
Salaries and wages	245,677	-
Honoraria	11,875	-
Professional Development - Staff	1,175	-
Facility/Equipment Rental	1,190	-
Rent	70,870	-
Food Services - Special Events	10,264	297
Awards & Gifts/Hospoitality	1,535	-
Casual Labour	1,625	-
Amortization	2,130	-
	435,034	297
NET INCOME	**2,811**	**66**

Schedule B

Status of Women Council of the Northwest Territories
Revenue and Expenditure
Period Ending March 31, 2010

	Family Violence	FAST
REVENUE		
GOVERNMENT FUNDING		
Health Canada	-	60,000
GNWT - Environment	27,800	-
GNWT - HSS	12,000	-
GNWT - Justice	11,000	-
GNWT - Executive	5,000	-
	55,800	60,000
EXPENSE		
Office supplies - Small Equipment	149	3,753
Design and Printing	7,328	4,109
Course Delivery Fees	2,000	-
Materials/Resources	-	3,276
Advertising and promotion	42,460	3,995
Telecommunications	-	1,344
Accounting and legal	-	999
Mail Service	845	1,007
Postage and courier	442	2,379
Computer Services	-	-
Travel - General	-	14,413
Accommodation - General	-	-
Travel Expenses - General	-	-
Salaries and wages	-	11,874
Facility Rentals	950	-
Evaluation and reporting	-	5,200
Research/Contract Fees	-	-
Food Services - Special Events	1,408	7,175
Hospitality	18	-
Awards and Gifts	200	479
	55,800	60,003
NET INCOME(DEFICIENCY)	**0**	**(3)**

Schedule C

Status of Women Council of the Northwest Territories
Revenue and Expenditure-NWMOG
Period Ending March 31, 2010

	De Beers	Diavik	BHP Billiton	DIAND	Exec-GBA	HRSDC
REVENUE						
HRSDC	-	-	-	-	-	244,721
DIAND	-	-	-	76,000	-	-
GNWT - JUSTICE	-	-	-	-	15,000	-
COMPANIES	-	-	20,000	-	-	-
AURORA COLLEGE	-	-	-	-	-	28,300
Deferred Revenue from 2008-2009	31,067	17,886	-	-	-	-
	31,067	**17,886**	**20,000**	**76,000**	**15,000**	**273,021**
EXPENSE						
Office supplies - Small Equipment	129	465	-	12,392	-	5,959
Student Course Supplies	-	-	3,874	-	-	2,258
Design and Printing	-	2,097	-	-	-	4,957
Advertising and promotion	-	1,437	-	843	-	8,672
Telecommunications	-	1,191	-	1,982	-	1,918
Bank charges/Interests/Penalties	-	-	-	57	-	389
Conference Fees	-	-	-	-	6,142	150
Accounting and legal	-	-	-	1,002	-	10,730
Mail Services, Postage and Courier	-	-	-	398	-	1,671
Computer and IT Services	-	-	-	-	-	1,008
Travel and Subsistence	-	-	72	11,246	-	31,716
Travel - General	90	-	-	3,688	10,894	5,254
Salaries and wages	-	-	-	31,413	-	103,249
Student Subsidy	-	-	5,000	-	-	-
Honoraria	-	-	-	-	-	950
Workshop Expenses	-	-	-	-	-	1,025
Course delivery fees	-	-	-	3,300	-	34,622
Participant Support Tutoring	30,820	-	3,810	2,602	-	16,809
Evaluation and reporting	-	-	-	200	-	34,800
Research/Contract Fees	-	200	-	4,900	-	-
Facility/Equipment Rental	-	-	-	650	-	1,261
Food Services - Special Events	33	145	1,554	1,313	-	3,920
Funding Refundable	-	-	-	-	-	1,703
Deferred Expenses	-	12,351	5,690	-	-	-
	31,072	**17,886**	**20,000**	**75,986**	**17,036**	**273,021**
NET INCOME(DEFICIENCY)	**- 5**	**-**	**-**	**14**	**- 2,036**	

Appendix

Status of Women Council of the NWT
2010-2015 Strategic Plan

APPENDIX I: Strategic Plan Workplan

Goal	Objective	Activities	Timeline
1. Develop public awareness of issues affecting the status of women	1.1 Raise awareness within government, with community members, lawmakers and policy makers	1.1.1 Undertake promotional activities such as the December 6th Vigil, Family Violence Awareness Week, and the Wise Women awards 1.1.2 Promote public awareness of women through: - the Council website and newsletters - conferences and workshops - conferences and workshops - meetings with the Federal, Territorial and Municipal governments - dissemination of research - networking - applying for funding for special projects - the use of the Council's resource library - developing promotional items for communities - discussion groups - media campaign	Ongoing
	1.2 Find better ways to communicate with communities	1.2.1 Increase circulation of newsletter -1.2.2 Increase utilization of community radio (CKLB and CBC) -1.2.3 Increase utilization of board members as links to communities	Ongoing

Goal	Objective	Activities	Timeline
2. Promote a change in attitudes within the community in order that women may Enjoy equality of opportunity	2.1 Promote a change in attitudes in the communities	2.1.1 Undertake community consultations with leadership to obtain buy-in for training 2.1.2 Increase education and training opportunities for women 2.1.3 Encourage training for non-traditional roles/occupations	Ongoing
	2.2 Increase women's leadership roles in the community	2.2.1 Encourage community development work including Life-Skills in the community 2.2.2 Encourage public awareness, social marketing and media campaign 2.2.3 Apply for funding for special projects 2.2.4 Educate women on what their rights are	
3. Encourage discussion and expression of opinion by residents of the Northwest Territories on issues affecting the status of women	3.1 Gain a better understanding of the opinions of the residents of the NWT	3.1.1 Discussion groups for women 3.1.2 Focus groups, surveys and research 3.1.3 Radio call-in shows 3.1.4 PSAs	Ongoing
	3.2 Strive to be more inclusive so the Council can reach more NWT women	3.2.1 Identify untapped groups 3.2.2 Find ways of including them 3.2.3 Community consultations as per available funding	
4. Advise the Minister on issues that the Minister may refer to the Council for consideration	4.1 Improve communications with the Legislative Assembly	4.1.1 Meetings between Executive Director and MLA's 4.1.2 Meetings with Standing Committees 4.1.3 Submissions to GNWT policy and program makers	Ongoing
	4.2 Advise the Minister on issues affecting communities	4.2.1 Meetings with the Board 4.2.2 Encourage the Minister to attend board face-to-face meetings 4.2.3 Briefings and updates to the Minister 4.2.4 Submissions to the Minister on issues affecting women 4.2.5 Advise Minister on Council activities	

Goal	Objective	Activities	Timeline
5. Review policies and legislation affecting women and report findings to the relevant government departments or agencies	5.1 Enhance and improve policies and legislation affecting women	5.1.1 Research and analyze existing policies 5.1.2 Make specific recommendations to government	Ongoing
	5.2 Improve accessibility and coordination of programs and policies and encourage the use of plain language	5.2.1 Report on government services 5.2.2 Apply for funds, and train staff on gender based analysis policy review 5.2.3 Encourage the use of plain language through NWTSWC materials	2011-12 and onwards (depends on availability of funding)
6. Provide the appropriate assistance to organizations and groups whose objectives promote the equality of women	6.1 Provide assistance to organizations	6.1.1 Sit on other organizations boards 6.1.2 Offer resources to other organizations providing services to women 6.1.3 Work with partners on events for women 6.1.4 Offer assistance to build capacity in programming for women 6.1.5 Partner with other organizations to develop and implement new programs	Ongoing
	6.2 Increase awareness of the work the Council is already doing	6.2.1 Chair the Coalition against Family Violence 6.2.2 Offer training and workshops to other organizations (eg AIDS; Family Violence) 6.2.3 Increase distribution of HELP pads and other publications 6.2.4 Identify new audiences	

APPENDIX II: Strategic Plan Evaluation Framework

Evaluation Question	Indicator	Method	Responsibility For Collection
1. How successful has the NWT Status of Women Council been in making progress towards achieving the 6 goals of this Strategic Plan? Goal #1: Develop public awareness of issues affecting the status of women Goal #2. Promote a change in attitudes within the community in order that women may enjoy equality of opportunity Goal #3. Encourage discussion and expression of opinion by residents of the Northwest Territories on issues affecting the status of women Goal #4. Advise the Minister on issues that the Minister may refer to the Council for consideration Goal #5. Review policies and legislation affecting women and report findings to the relevant government departments or agencies Goal #6. Provide the appropriate assistance to organizations and groups whose objectives promote the equality of women	Views of Council stakeholders	Survey of stakeholders	Council staff

Status of Women Council of the NWT